

From: aaron@urbanplaceconsulting.com
Subject: [FWD: NoHo 2017 new pay steps]
Date: January 12, 2017 at 1:38 PM
To: Hector.Romero@securitasinc.com



Hi Hector,

I was just going over last week's invoice (1st for 2017) and noticed some errors in the bill rate/step level for 2017.

You guys incorporated the new rates, but they aren't correct for each person's step level. We eliminated the old step 2 (90 days) and the new step 2 level is 1 year of service on the account.

Here's how they need to be corrected going forward-

Garcia- Pay Rate \$12/Bill Rate [REDACTED] Step 1 until 5/27/17.

Mora- Pay Rate \$12/Bill Rate [REDACTED] Step 1 until 7/20/17.

Robles- Pay Rate \$12.50/Bill Rate [REDACTED] Step 2 (1 year level) until 5/29/17.

Crowe- Pay Rate \$13/ Bill Rate [REDACTED] Step 2 SLO (1 year level).

Arana- Pay Rate remains at [REDACTED] Rate \$21.82- Step 3 LT until 11/1/17

Lammert- Pay Rate remains at \$17.50 [REDACTED] Step 3 Capt until 9/17.

Any questions let me know.

Thanks,
Aaron

----- Original Message -----

Subject: NoHo 2017 new pay steps
From: <aaron@urbanplaceconsulting.com>
Date: Thu, December 22, 2016 11:43 am
To: Hector.Romero@securitasinc.com

Hi Hector,

Beginning January 1, 2017 NoHo will begin a new pay scale (see below). See the attached for pay rates per position and corresponding bill rates.

We're eliminating the 90 day increase step so those 2 people currently at that rate (Garcia and Mora) will move back to the new starting rate of \$12/hour. It's a bump in pay despite the step going backwards.

I also added a step 4 to both the LT and Captain positions.

Any questions let me know.

	Jan 2017-June 2017 Bill Rates		July 2017-December 2017 Bill Rates	
Bike Patrol				
Start	\$12.00	[REDACTED]	\$13.00	[REDACTED]
90 Days		[REDACTED] lose step		[REDACTED]
1 Year	\$12.50	[REDACTED]	\$13.50	[REDACTED]
2 Year	\$13.00	[REDACTED]	\$14.00	[REDACTED]
3 Years	\$13.50	[REDACTED]	\$14.50	[REDACTED]

SLO

Start	\$12.50	[REDACTED]	\$13.50	[REDACTED]
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90 Days		[REDACTED] lose step		[REDACTED]
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1 Year	\$13.00	[REDACTED]	\$14.00	[REDACTED]
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2 Year	\$13.50	[REDACTED]	14.5	[REDACTED]
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3 Years	\$14.00	[REDACTED]	\$15.00	[REDACTED]
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Lieutenant

LT (3 years)	\$15.25	[REDACTED]	\$15.25	[REDACTED]
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LT (4 years)	\$15.75	[REDACTED]	\$15.75	[REDACTED]
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Captain

Captain (3 years)	\$17.50	[REDACTED]	\$17.50	[REDACTED]
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Captain (4 years)	\$18.00	[REDACTED]	\$18.00	[REDACTED]
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